



PRESENTED BY



**Tim McKindles**  
Director  
Ecological Laboratories, Inc

Over 25 years of experience creating and supporting high performing teams by leading, developing, implementing, managing, and performing all Human Capital (HR) functions from Candidate Sourcing to Off-Boarding within Fast-paced companies ranging from 50 to 2,500 employees.

Specializes in Manufacturing, Professional Services, and Federal Contracting organizations. "Hands-On" leader skilled in Employee Engagement, Work Comp (WCI), Health & Welfare Benefits (H&W), Employee and Labor Relations, Health & Safety, Total Rewards, Succession Planning, Training and Development just to name a few.

Professional with BS degree and pursued an MS degree (HR/Organizational Development) and possesses exceptional Verbal, Written, Listening and Presentation skills.